

**A SUBSTITUTE ORDINANCE
BY FINANCE/EXECUTIVE COMMITTEE**

**AN ORDINANCE TO AUTHORIZE A ONE-TIME
EXTRA COMPENSATION PAYMENT OF ONE
HUNDRED DOLLARS (\$100.00) TO REGULAR
EMPLOYEES PAID FROM FAC 1A01 511001
M3XXXX LOCATION CODE 11D IN THE
DEPARTMENT OF PUBLIC WORKS, SOLID WASTE
SERVICES, AND TO AUTHORIZE AN ADVANCE
WAGE PAYMENT OF SIX HUNDRED DOLLARS
(\$600.00) TO REGULAR EMPLOYEES PAID FROM
FAC 1A01 511001 M3XXXX LOCATION CODE 11D
IN THE DEPARTMENT OF PUBLIC WORKS, SOLID
WASTE SERVICES WHO ELECT TO RECEIVE THE
ADVANCE WAGE PAYMENT AND FOR OTHER
PURPOSES.**

WHEREAS, the City of Atlanta will begin a new payroll processing system known as "Oracle" on December 13, 2007; and

WHEREAS, the existing terms of employment for Solid Waste Services employees provides for a weekly pay cycle; and

WHEREAS, the change in the oracle system will move Solid Waste Services employees to a bi-weekly pay schedule, preceding a 3 day work week; and

WHEREAS, the change in pay cycle and cash flow to Solid Waste Services employees creates a temporary financial hardship; and

WHEREAS, the City of Atlanta desires to reduce this hardship to Solid Waste Services employees by providing a one-time extra compensation payment in the amount of one hundred dollars (\$100.00), as a benefit of the bargain for the change in character of employment as is applied to terms of payment; and

WHEREAS, the City of Atlanta desires to provide an optional six hundred dollars (\$600.00) cash advancement to Solid Waste Service employees against their salaries to aid in the transition from a weekly to bi-weekly pay cycle,

THE CITY COUNCIL OF THE CITY OF ATLANTA, GEORGIA HEREBY ORDAINS:

SECTION 1: The City of Atlanta will assist regular benefit-eligible employees paid from FAC 1A01 (General Fund) 511001 (Salaries, Regular) M3XXXX (Solid Waste Services) Location Code 11D by providing extra compensation in the amount of one hundred dollars (\$100.00) as consideration for the change from a weekly to a bi-weekly pay-cycle, to be paid from FAC 1C51 (Capital Finance) 511001 (Salaries, Regular) T33401 (ERP Project). This extra compensation amount is subject to taxation and benefit contributions as may be applicable on the anticipated pay date of December 28, 2007.

SECTION 2: The City of Atlanta will offer regular benefit-eligible employees paid from FAC 1A01 (General Fund) 511001 (Salaries, Regular) M3XXXX (Solid Waste Services) Location Code 11D an option of electing to receive advance wages in the amount of six hundred dollars (\$600.00), subject to taxation and benefit contributions as may be applicable. The advance will be paid from the employee's usual payroll FAC - 1A01 (General Fund) 511001 (Salaries, Regular) M3XXXX (Solid Waste Services).

SECTION 3: The advanced wages of six hundred dollars (\$600.00) referenced in Section 2 above will be paid in two installments: two hundred dollars (\$200.00) paid on December 21, 2007 and four hundred dollars (\$400.00) paid on December 28, 2007.

SECTION 4: Solid Waste Services employees who elect to participate in the advancement of \$600.00 must agree to repay the City of Atlanta through seventeen (17) bi-weekly installments of thirty-three dollars and thirty-three cents (\$33.33) and one final payment of thirty-three dollars and thirty-nine cents (\$33.39) deducted from gross pay beginning with the January 18, 2008 pay date.

SECTION 5: An employee who has received the six hundred dollars (\$600.00) advanced payment referenced above may, at the employee's option and in lieu of Section 4 above, elect to repay the entire amount of advanced pay through an equivalent reduction in the employee's accrued annual leave hours (vacation time).

SECTION 6: If an employee who has received the six hundred dollars (\$600.00) advanced payment referenced above terminates employment with the City of Atlanta for any reason prior to fully repaying the advanced wages, any unpaid sum owed to the City will be deducted from the terminating employee's final compensation or pension benefit.

SECTION 7: That all ordinances and parts of ordinances in conflict herewith are hereby repealed.

**AN ORDINANCE BY
FINANCE/EXECUTIVE COMMITTEE**

AN ORDINANCE TO AUTHORIZE A ONE-TIME BONUS PAYMENT OF \$100.00 (ONE HUNDRED DOLLARS) TO REGULAR EMPLOYEES PAID FROM FAC 1A01 511001 M3XXXX LOCATION CODE 11D IN THE DEPARTMENT OF PUBLIC WORKS, SOLID WASTE SERVICES, AND TO AUTHORIZE AN ADVANCE WAGE PAYMENT OF \$600.00 (SIX HUNDRED DOLLARS) TO REGULAR EMPLOYEES PAID FROM FAC 1A01 511001 M3XXXX LOCATION CODE 11D IN THE DEPARTMENT OF PUBLIC WORKS, SOLID WASTE SERVICES WHO ELECT TO RECEIVE THE ADVANCE WAGE PAYMENT AND FOR OTHER PURPOSES.

WHEREAS, the City of Atlanta will begin a new payroll processing system known as "Oracle" on December 13, 2007; and

WHEREAS, all six City payrolls will be consolidated into a single payroll with all employees paid on a bi-weekly pay schedule; and

WHEREAS, Solid Waste Services employees have traditionally received their paychecks on Friday of each week; and

WHEREAS, the first pay date in Oracle will be January 4, 2008; and

WHEREAS, Solid Waste Services employees may suffer financial hardship and difficulty adjusting to the new payroll schedule and process.

THE CITY COUNCIL OF THE CITY OF ATLANTA, GEORGIA HEREBY ORDAINS:

SECTION 1: The City of Atlanta will assist regular benefit-eligible employees paid from FAC 1A01 511001 M3XXXX Location Code 11D in Solid Waste Services by providing a one-time bonus in the amount of \$100.00, paid from FAC 1C51 511001 T33401. This bonus is subject to taxation and benefit contributions as may be applicable.

SECTION 2: The City of Atlanta will offer regular benefit-eligible employees paid from FAC 1A01 511001 M3XXXX Location Code 11D in Solid Waste Services an option of electing to receive advance wages in the amount of \$600.00, subject to taxation and benefit contributions as may be applicable.

SECTION 3: The advanced wages of \$600.00 referenced in Section 2 above will be paid in two installments: two hundred dollars (\$200.00) paid on December 21, 2007 and four hundred dollars (\$400.00) paid on December 28, 2007.

SECTION 4: Solid Waste Services employees who elect to participate in the advancement of \$600.00 must agree to repay the City of Atlanta through seventeen (17) bi-weekly installments of thirty-three dollars and thirty-three cents (\$33.33) and one final payment of thirty-three dollars and thirty-nine cents (\$33.39) deducted from gross pay beginning with the January 18, 2008 pay date.

SECTION 5: An employee who has received the \$600.00 advanced payment referenced above may, at the employee's option and in lieu of Section 4 above, elect to repay the entire amount of advanced pay through an equivalent reduction in the employee's accrued annual leave hours (vacation time).

SECTION 6: If an employee who has received the \$600.00 advanced payment referenced above terminates employment with the City of Atlanta for any reason prior to fully repaying the advanced wages, any unpaid sum owed to the City will be deducted from the terminating employee's final compensation or pension benefit.

SECTION 7: That all ordinances and parts of ordinances in conflict herewith be and the same are hereby repealed.

RCS# 1435
9/17/07
1:51 PM

Atlanta City Council

SPECIAL SESSION

CONSENT II

REFER

YEAS: 10
NAYS: 0
ABSTENTIONS: 0
NOT VOTING: 2
EXCUSED: 0
ABSENT 4

Y Smith	Y Archibong	Y Moore	Y Mitchell
Y Hall	Y Fauver	B Martin	Y Norwood
NV Young	B Shook	B Maddox	Y Willis
Y Winslow	Y Muller	B Sheperd	NV Borders

CONSENT II

TRANSMITTAL FORM FOR LEGISLATION

TO: **MAYOR'S OFFICE** _____
(For review & Distribution to Execution Management)

Commissioner's Signature:  Director's Signature: _____

From: Origination Dept. Finance Contact (name): Ray Zies

Committee(s) Purview: Finance/Executive Committee Deadline: _____

Committee Meeting Date(s): 9-12-2007 City Council Meeting Date: _____

CAPTION:

AN ORDINANCE TO AUTHORIZE A ONE-TIME BONUS PAYMENT OF \$100.00 (ONE HUNDRED DOLLARS) TO REGULAR EMPLOYEES PAID FROM FAC 1A01 511001 M3XXXX LOCATION CODE 11D IN THE DEPARTMENT OF PUBLIC WORKS, SOLID WASTE SERVICES, AND TO AUTHORIZE AN ADVANCE WAGE PAYMENT OF \$600.00 (SIX HUNDRED DOLLARS) TO REGULAR EMPLOYEES PAID FROM FAC 1A01 511001 M3XXXX LOCATION CODE 11D IN THE DEPARTMENT OF PUBLIC WORKS, SOLID WASTE SERVICES WHO ELECT TO RECEIVE THE ADVANCE WAGE PAYMENT AND FOR OTHER PURPOSES.

BACKGROUND/PURPOSE/DISCUSSION:

Commencing December 13, 2007, all City employees will begin a new bi-weekly pay schedule. Approximately 360 employees employed in Solid Waste Services have traditionally been paid on a weekly basis. Transitioning to the new bi-weekly schedule results in a "short week" of only three-days paid to these employees on December 21, 2007, with their next paycheck paid on January 4, 2008. To assist these employees through the transition, this legislation advances affected employees sufficient funds to provide an approximation of their usual pay until they receive their first bi-weekly paycheck. The advanced funds are either repaid by payroll deductions over a 9-month period or a reduction of an equivalent amount of the employee's annual leave. The legislation also includes a one-time bonus of \$100 paid to all affected employees.

FINANCIAL IMPACT (If Any):

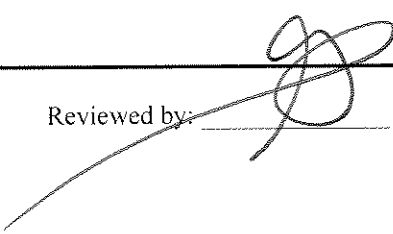
The one-time bonus will total approximately \$36,000 paid from FAC 1C51 511001 T33401.

Mayor's Staff Only

Received by Mayor's Office:

9/7/07
(date)


(initials)

Reviewed by: 

Submit to Council:

(date)

Action by Committee: _____ Approved _____ Adverse _____ Held _____ Amended

_____ Substitute _____ Referred _____ Other